



100% Employment Outcome Information

**Sentara Williamsburg Regional Medical Center
Williamsburg James City County School Division
York County School Division
Williamsburg/York County, Virginia**

1. Sentara Williamsburg Regional Medical Center, a suburban hospital in the Virginia Historic Triangle, including: Jamestown, Williamsburg and Yorktown
2. High School program
3. This Project SEARCH program has completed two years, and will begin with our third group of students September 2012
4. 9-12 students per year;
5. Internal hires noted below
6. External hires noted below

Student First Name	Employer Name	Job Title	Hourly Wage	Hours worked per Week
Kirkland	Virginia Peninsula Regional Jail	Correctional Officer, was OR Attendant at Sentara making \$9.30 per hour. Now makes 28k salary (Or 13.46 per hour)	\$13.46	40 -up from 30
DuRaun	Sentara Williamsburg	Floor Tech	\$10.25	40
Terry	Morningside Assisted Living	Food Service	\$8.30	32
Sharina	Gloucester Learning Center	Day Care Worker	\$7.30	40
Sam	Westgate Resorts	Houseman	\$8.00	30
Bryant	Sentara Williamsburg	Equipment Support Associate	\$10.25	40
Theresa C	Sentara Williamsburg	Food Service Associate	\$9.30	40
Teresa D	Case closed	Parental issues barrier to employment, has had multiple job offers from hospital and community		
Chris	Walmart	Associate. Chose not to pursue job offer for security position with contracted Sentara	\$9.00	40

		hospital security vendor. Full-time at Walmart		
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7. One full time teacher, two full time Para educator job coaches hired by the school division, and an additional job coach provided by the supported employment vendor available 50-75% of the day
8. Job Development is a team effort.
 - The Business Liaison works with his managers and others in the hospital to provide a variety of work experiences for the interns. Initially, he looked for the “most willing” and found that many were reluctant to participate in providing the opportunities for students. Following successful placements, however, in the two short years that Project SEARCH Sentara Williamsburg has been in existence, there has been a major shift with hospital staff now requesting interns for many of the departments. Our liaison, Don West, works very closely with the Project SEARCH staff to provide meaningful experiences for all of the interns across a variety of settings.
 - The teacher, Para educator job coaches and supported employment staff “soft talk” with hospital staff finding out what jobs are available and what staff may want to work with our program. They spend a lot of time out in the hospital building relationships with the staff and management, while identifying potential areas for internships, which they then take back to our liaison for follow-up.
 - The Project SEARCH staff meets with the managers and potential mentors to discuss expectations for them in the internship process. They also explain the supports that will be provided to both them and to the interns.
 - Para educator job coaches and supported employment staff provide task analysis of the jobs required to help facilitate the interns’ acquisition of specific work skills.
 - Students choose two or three areas of interest before each rotation and interviews are set up with the managers and mentors who will be working them.
 - Para educator job coaches and the supported employment job coach work with the students as they learn the basics of the job and see if any adaptations or modifications are needed, fading, as soon as the student appears to be able to work independently with the hospital staff. Finally, the Para educator job coaches fade completely, and ultimately the supported employment job coach works to obtain appropriate employment either at the hospital or in the surrounding community.
 - The supported employment staff works outside the hospital identifying potential job matches as they get to know the interns and identify their skills and interests, tailoring jobs for individuals.
9. What special strategies, events and activities do you do that helps to guarantee your success?
 - Supported employment staff and rehab services staff provide disability awareness training during informational lunch sessions to educate hospital staff about the needs and potential contributions of individuals with disabilities in their departments.
 - Open house is held twice yearly where interns showcase the work that they have been doing. Families, school staff, potential applicants and community members are invited to attend and see the successes of the interns. Tours are provided, while students have boards and PowerPoint presentations to show specifics of what they have done with the program.
 - Visits to feeder high schools are made by school staff and a few students to allow potential applicants and staff who are interested in learning more about the program to hear directly about what the students actually do.
 - Colonial Behavioral Health is one of our partners and as well as any emergency related to mental health concerns.
 - Continued soft skill training is done through the class time with the interns.
 - Team meetings are held at least quarterly with the leaders from the hospital, school divisions, supported employment vendor and department of rehab services to address the total program and any concerns that members might have.

- Meetings are held half way through and at the end of each rotation with the managers, mentors, teacher, Para educator job coaches, supported employment staff and the student to review the student's progress and to identify any needs and how to address them.
 - Interns attended a local job fair where they participated in mock interviews and learned of local employment opportunities.
10. Initially, parents were very involved in all of the meetings held with interns and mentors. It became clear, however, that this could inhibit some of the interns from being as forthcoming as they might, and so the process was individualized to meet specific student needs. Transportation is an ongoing issue for our students and family involvement often revolves around this topic. It also should be noted that not all of our students have had a traditional family network to work with, but have been basically independent. We work with all students to move towards independence, while communicating with family members on an individualized basis, depending upon their needs.
 11. We have the Parent Resource Center coordinator for one of the school divisions sitting as a member of our team.
 12. Marketing and strategies that assure success overlap. Listed below are some additional ways beyond those listed in section #9:
 - Last year we started having a business meeting where business leaders and potential employers were invited to the hospital for a breakfast to increase awareness about the Project SEARCH program and the potential employees for them.
 - We developed a brochure showcasing our program and distributed it across numerous business and educational settings, as well as had it available at any of our meetings or open houses
 - The Sentara newsletter has highlighted our program on several occasions
 - An article was published in the local newspaper on the Sentara Williamsburg Project SEARCH program.